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JOINT UN/UNESCO SEMINAR ON URBANIZATION IN THE ECAFE REGION

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POLICY PROBLEMS: SOCIAL, EDUCATIONAL AND LABOUR POLICIES

Suggested Points for Discussion put forward by the International Labour Office

MANPOWER POLICY

A. Methods of Combating Under-employment in Rural Areas

1. (a) In what ways is it possible to reduce under-employment in rural areas by a policy of agricultural development?

   (b) For what reasons is it essential to resort at the same time to methods of increasing employment outside agriculture?

2. With reference to the methods envisaged under 1 (b) above, what importance should be attached to the development of the following types of industry:

   (a) Handicrafts;

   (b) Cottage industries (particularly those using rural raw materials);

   (c) Modern industries requiring establishments of a certain size?

/3. How far

3. How far does industrialization require the concentration of establishments and population in a few large urban centres, or how far is it possible to bring industrial employment opportunities to rural areas and to encourage the growth of a larger number of smaller towns serving as local markets and supply centres for neighbouring villages?

B. Methods of Influencing the Drift of Rural Population towards the Towns

4. Do the countries concerned possess official machinery capable of:

(a) Collecting reliable information on the prospects of employment and working conditions in the towns;

(b) Systematically organizing the dissemination of such information among the rural population;

(c) Providing job applicants with vocational advice?

Are existing employment services capable of performing these functions? If not, what action is required to equip them to do so, and also to enable them to alert the competent authorities whenever there is a particularly heavy flow of rural manpower towards the towns?

5. Is any supervision exercized over the activities of middlemen and other agents who make it their business to bring workers to urban centres and undertake to find them jobs? Is such supervision adequate to prevent undesirable practices? What steps are called for in this connection?

6. Do the countries concerned possess employment services in the urban centres which are able to devote special attention to the placement of unskilled job applicants? If so, are these services suitably equipped to place unskilled workers in casual work fairly quickly and on a sufficiently large scale? What resources is it planned to apply in order to create or reinforce such services?

C. Methods of improving the Quality of Industrial Manpoer of Rural Origin

7. In the drive to increase the number of primary schools in rural areas, have arrangements also been made to include in the curricula of these schools pre-vocational preparation and elementary technical training? What are the obstacles in the way of such development and re-orientation (e.g.: lack of suitable equipment, shortage of experienced teaching staff)

8. Have children of rural families moving to the towns access to free and sufficiently numerous facilities, in the system of compulsory schooling, for pre-vocational training that will help them to familiarize themselves with the concepts and practices of technical civilization and life in industry? What action is contemplated to develop such facilities on the necessary scale?

9. What efforts are contemplated with a view to giving young people destined to take up employment in industry access to ample free vocational training facilities, such as will:

(a) Supply industry as it develops with the various categories of trained manpower it requires;

(b) Enable future workers, on completion of their training, to find sufficiently well-paid jobs corresponding to their abilities and occupational attainments;

(c) Give the trainees a sufficient grounding to allow them, if they desire, to acquire subsequently the qualifications required for promotion to higher posts in industry?

10. What action is envisaged to cater for the needs of future women workers, having regard to the aims set forth under 9 above?

11. What efforts have been made or are under consideration by governments to provide for or facilitate the establishment of a sufficient number of public centres for accelerated vocational training of adult workers? What steps have been taken or are being planned by the public authorities to encourage employers to set up in their undertakings:

(a) Courses of systematic basic training for all comers, adapted to the needs of rural manpower?

(b) Facilities for other forms of in-plant training, adapted to the requirements of modern industry, with a view to enabling promising unskilled workers to become semi-skilled?

12. What arrangements can be made by the public authorities:

(a) To shield young persons against any exploitation of their work;

(b) To foster the development, for the benefit of young workers, of modern systems of in-service apprenticeship affording all desirable safeguards from the social as well as the technical and educational standpoint?

/13 What will

13. What still remains to be done to bring in social legislation in each country in the region, designed to facilitate the emergence of a stable and efficient labour force, and to establish the practical machinery to ensure the effectual enforcement of such legislation?

14. What contributions can international technical assistance make to the solution of problems indicated above?

D. Problems of Productivity and Employment Policy

15. What scope is there for improved utilization of resources in existing and newly-established industries in the region through the application of modern methods of management?

16. How can improved productivity be made to contribute to capital formation and to the expansion of employment opportunities?

17. What measures should be taken with a view to enlisting the interest and support of both management and labour in efforts to raise productivity, and to helping them to find a common basis for mutually advantageous action?

18. What educational and consultative services need to be provided as part of a nation-wide effort to raise productivity?

19. What institutional arrangements is it desirable to make, such as the establishment of national "productivity centres", with government support, to serve as focal points for the organization and execution of productivity programmes? How can representatives of employers and workers be associated with the work of such institutions?

20. What contribution can international technical assistance projects make to the solution of problems indicated above?